Pay Bands

15 - 17 Jul 2025

Poll results



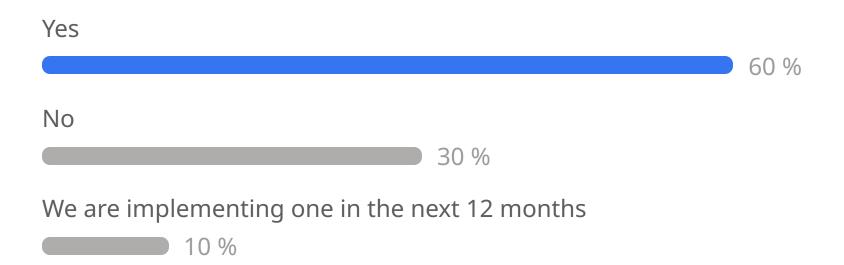
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- Do you use pay bands as part of your performance management strategy?
- Have you seen any impact on employee engagement or retention since implementing salary bands?



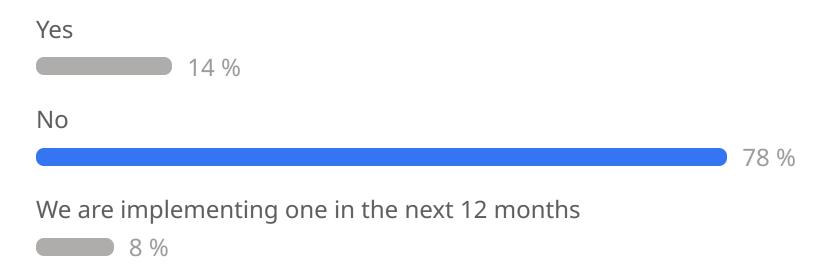
Does your organization currently have a company-wide salary band structure in place?





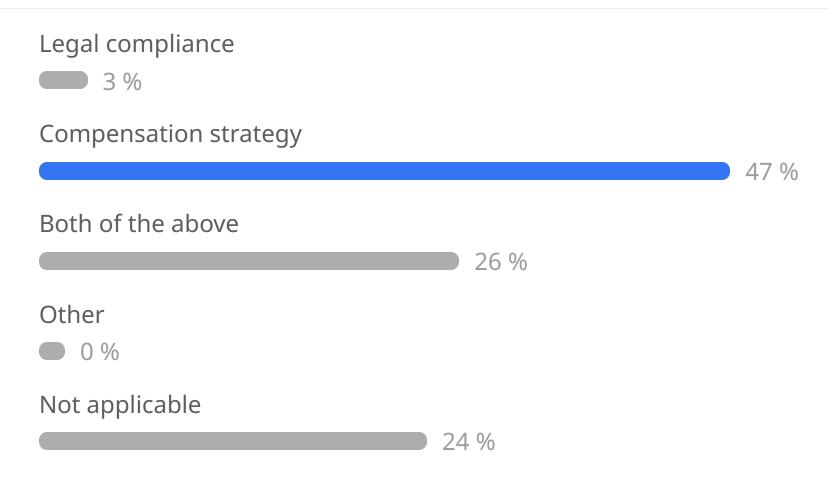
Does your organization have salary bands only in jurisdictions with pay transparency laws?





If your organization has salary bands, what was the primary reason for implementation?







If your organization has salary bands, how transparent are you about the bands with employees?



Fully transparent (bands are published internally)

3 %

Partially transparent (shared upon request or hiring)

53 %

Not transparent

23 %

Not applicable

23 %



Job descriptions accurate

Incentive vs base strategy

What challenges did you face when initially designing your pay band structure?





Where get data from. Gender gap

Employees who are already overpaid.

How often do you review and adjust your pay bands?



Annually

62 %

Less Than Once A Year

11 %

More than Once a Year

0 %

As needed/No fixed schedule

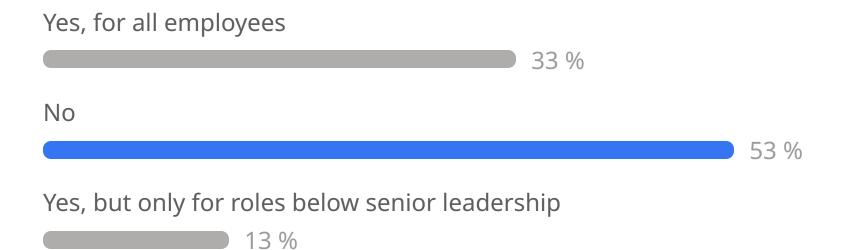
11 %

Not applicable

16 %

Do you use pay bands as part of your performance management strategy?





0 2 8

Have you seen any impact on employee engagement or retention since implementing salary bands?

